

ARTICLE I

INTRODUCTION

Section 1.1 Name of Plan

The name of this Plan shall be the Pension Plan for Employees of Board of Social Ministry. Effective January 1, 1998 through December 31, 1999, the name of this Plan was the Ebenezer Social Ministries Pension Plan.

Section 1.2 Purpose

This Plan is intended to be a qualified defined contribution church plan under the provisions of Section 414(e) of the Code. This Plan was established by the Board of Social Ministry effective January 1, 1988 and is maintained by the Board of Social Ministry Pension Plan Committee, comprised of committee members who share common religious bonds and convictions with the Evangelical Lutheran Church in America. The Board of Social Ministry Pension Plan Committee was appointed by the Members Assembly of the Board of Social Ministry for the principal purpose of maintaining and administering the Pension Plan for Employees of the Board of Social Ministry. This Plan is hereby amended and restated effective January 1, 1988, for the exclusive purpose of providing benefits for the Employees of the Employer and their Beneficiaries. The terms and provisions of this Plan are intended to conform to the requirements of Sections 401(a), and 401(m) of the Internal Revenue Code of 1986, as amended, which apply to church plans.

As a result of an affiliation between Board of Social Ministry and Ebenezer Society and the establishment of Ebenezer Social Ministries, the sponsorship of this Plan was transferred to Ebenezer Social Ministries, a member of the same Controlled Group, effective January 1, 1998. As of the same date the role and function of Plan Administrator was transferred to Ebenezer Social Ministries Pension Committee. This affiliation ended December 31, 1999 and the sponsorship of this Plan was transferred back to Board of Social Ministry effective January 1, 2000. As of January 1, 2000 Employers participating in the Plan, subject to approval by the Sponsor, include Board of Social Ministry and Board of Social Ministry Home Care, Inc.

This Plan is intended to be a "church plan" as defined in ERISA Section 3(33) and exempt from the provisions of ERISA pursuant to ERISA Section 4(b)(2). No election has been made under Internal Revenue Code Section 410(d). To the extent any references to ERISA are made in this document it is intended that they serve as a guide to the plan administrator. Any such references shall not be interpreted to be an election under Internal Revenue Code Section 410(d).

It is the Employer's intention that the assets of this Plan be invested in insurance contracts or policies issued by an insurance company qualified to do business in the State of Minnesota.